

PAY DIFFERENTIAL 369
CALFIRE CHIEF OFFICER AND RELATED CEA
RECRUITMENT AND RETENTION DIFFERENTIAL - EXCLUDED

Established: 07/01/07

CLASS TITLE	CLASS CODE	CBID	DEPARTMENT
Unit Chief	1037	M08	Forestry and Fire Protection
Forestry and Fire Protection Administrator	1031	M08	
CEA Assistant Deputy Director Assistant Region Chief	7500	M01	
CEA Deputy Director Region Chief	7500	M01	

RATE	FFPA and Unit Chief	EARNINGS ID
First 12-month period: (PERSable)	\$696.50	8F4
(Non-PERSable)	\$1246.50	8F5
Second 12-month period: (PERSable)	\$1690	8F10
(Non-PERSable)	\$253	8F11
After 24-month period: (All PERSable)	\$1943	8F16

RATE	CEA Asst DD/Asst RC	EARNINGS ID
First 12-month period: (PERSable)	\$516	8F6
(Non-PERSable)	\$1034	8F7
Second 12-month period: (PERSable)	\$1034	8F12
(Non-PERSable)	\$516	8F13
After 24-month period: (All PERSable)	\$1550	8F17

RATE	CEA Region Chief/Deputy Dir	EARNINGS ID
First 12-month period: (PERSable)	\$450	8F8
(Non-PERSable)	\$900	8F9
Second 12-month period: (PERSable)	\$900	8F14
(Non-PERSable)	\$450	8F15
After 24-month period: (All PERSable)	\$1350	8F18

CRITERIA

- This recruitment and retention differential is established for the purposes of retaining experienced staff and recruiting Assistant Chief (Supervisory) who were formerly 84 hour Battalion Chief (Non-Supervisory).
- Window Period – Eligible incumbents must either be in an identified class listed above as of 07/01/07 or be appointed to the class by 06/30/09 in order to receive the differential.
- Assistant Chief (Supervisory) incumbents appointed to the Forestry and Fire Protection Administrator, Unit Chief, Assistant Deputy Director, Assistant Region Chief, Region Chief or Deputy Director classes who were 72 Hour Battalion Chief (Non-Supervisory) are not eligible for the differential.
- Eligible incumbents are only eligible to receive a single or combined rate totaling:

\$1943	Unit Chief or Forestry and Fire Protection Administrator
\$1550	CEA Assistant Deputy Director/Assistant Region Chief
\$1350	CEA Deputy Director/Region Chief
- Eligible incumbents will receive the differential until they separate from the applicable classification.

Forestry and Fire Protection Administrator/Unit Chief

- For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1943 with staged PERSability as follows:
 - \$1246.50 of the differential will not be subject to PERS deduction; and
 - \$696.50 of the differential will be subject to PERS deductions for retirement contributions.
- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1943 with staged PERSability as follows:
 - \$253 of the differential will not be subject to PERS deduction; and
 - \$1690 of the differential will be subject to PERS deductions for retirement contributions.
- After 24 months, eligible incumbents will receive a total monthly differential of \$1943 which will be subject to PERS deductions for retirement contributions.

CRITERIA - ContinuedCEA Assistant Deputy Director/Assistant Region Chief

- For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1550 with staged PERSability as follows:
 - \$1034 of the differential will not be subject to PERS Deduction; and
 - \$516 of the differential will be subject to PERS deductions for retirement contributions.
- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1550 with staged PERSability as follows:
 - \$516 of the differential will not be subject to PERS deductions and
 - \$1034 of the differential will be subject to PERS deductions for retirement contributions.
- After 24 months, eligible incumbents receive a total monthly differential of \$1550 which will be subject to PERS deductions for retirement contributions.

CEA Deputy Director/Regional Chief

- For the first 12-month period, eligible incumbents will receive a total monthly differential of \$1350 with staged PERSability as follows:
 - \$900 of the differential will not be subject to PERS deduction; and
 - \$450 of the differential will be subject to PERS deductions for retirement contributions.
- For the second 12-month period, eligible incumbents will receive a total monthly differential of \$1350 with staged PERSability as follows:
 - \$450 of the differential will not be subject to PERS deductions and
 - \$900 of the differential will be subject to PERS deductions for retirement contributions.
- After 24 months, eligible incumbents receive a total monthly differential of \$1350 which will be subject to PERS deductions for retirement contributions.

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes/No *

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	N/A
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

*The PERSable portion of the pay differential is subject to PERS deduction. The non-PERSable portion of the pay differential is not subject to PERS deduction.